

UC-AFT NEWSLETTER

University Faculty, Librarian and Professional Union

AFT Local 1474, Berkeley & San Francisco Campuses

March 1995

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CONTRACT REOPENERS

Spring means it is Contract Reopeners time. For the Librarians, the Union has opened the Concerted Activities article, which severely limits our right to strike or engage in other concerted activities. The University has opened the Salary article. We expect nefarious proposals from them and need to show them that we are NOT going to accept the announced plan of the University to sever our traditional connection to the Senate faculty in terms of Cost of Living Adjustments. No bargaining sessions have been scheduled as of this date. SUPPORT YOUR UNION!!! JOIN NOW!!!

--Miki Goral

INTERNET SITES FOR LABOR INFO.

Issues of the *Labor Center Reporter*, a list of publications and coming events are available online on the Labor Center's new gopher.

Address: violet.berkeley.edu 2521

The Economic Democracy Information Network (EDIN)gopher, run by the Center for Community Economic Research is also available via gopher

Address: garnet.berkeley.edu 1250

LIBRARIAN GRIEVANCE UPDATE

As reported at length in the previous UC-AFT Newsletter, Dec. 1994, a grievance was filed past summer on behalf of librarians in the Research Services and Collection Development (RSCD) Dept. of the Library. This is the unit responsible for Main/Moffitt collections and reference services. After a very unproductive and unpleasant meeting on Sept. 30 with Labor Relations and the Library administration, it was clear that Library administration was not interested in discussing with librarians or UC-AFT the issues of the grievance: punitive reassignments; lack of viable job descriptions and responsibilities; unfair and arbitrary treatment; and workload problems.

After several conversations with Labor Relations, extensions of deadlines, requests for meetings with the new University Librarian, Peter Lyman, it is now out intention to move the grievance forward to a Step 3 (Appeal) meeting.

As librarians within RSCD we are very concerned about the effects of the decisions and reassignments addressed in the grievance. English language selection responsibilities for the entire Main/Moffitt complex have been reduced to only three librarians who also have other responsibilities. Reference service has been greatly reduced this Spring in Moffitt (the reference desk closes at 5pm M-F), the General Reference Desk now closes at 7pm M-Th and is closed entirely on Sundays. Yet librarians with experience and expertise in selection and reference have either been shunted from this work or totally overloaded.

If you are interested in more information about this grievance, please contact your local grievance officer.

CAMPUS COALITIONS FOR HUMAN RIGHTS AND SOCIAL JUSTICE

On March 16, a coalition of groups fighting against Proposition 187, the anti-affirmative action initiative, three-strikes and the state budget crisis, met to form the Berkeley chapter of Campus Coalitions for Human Rights and Social Justice.

(continued)

AFT Local 1474 is a part of this coalition. The coalition is dedicated to insuring that faculty, staff and students work together to stop the right wing onslaught against human rights. Other UC, CSU and community college campuses have also formed chapters of the Coalition. If you are interested in working with this coalition, call Anders Schneiderman or Nathan Newman at the Center for Community Economic Research, 510-643-8293 or send email to: ccer@violet.berkeley.edu.

**Formal call for a NATIONAL DAY OF
CAMPUS ACTION on March 29, 1995 against
the proposed CONTRACT WITH AMERICA**

You may subscribe to a discussion list on campus action in support of the call by sending an email message to canet@pencil.cs.missouri.edu. In the body of your message, type:

sub can-rw yourfirstname yourlastname --Discussion
of Entire Contract

sub can-er yourfirstname yourlastname --Discussion
of Student Aid Issue On

An organizing packet is available at:
cwa@pencil.cs.missouri.edu.

The latest endorsers are available at:
call@pencil.cs.missouri.edu

Just send any email message to these addresses and the document will be mailed back to you.

**WANTED: UNIT 18 (LECTURER)
GRIEVANCE OFFICER**

Local 1474 is looking for a Lecturer to become the Grievance Officer for Lecturers at the Berkeley campus. **REQUIRED:** Interest in and enthusiasm for learning about your contract, answering questions and representing your fellow lecturers in their employment relationship. Training is provided. Please contact Maureen Katz or Betty Szudy for more information

UC BUDGET

AFT member Charlie Schwartz produces periodic updates and analysis about the UC budget. Are you interested in reading a different perspective on how the UC budget impacts workers and students at UC? Contact Charlie Schwartz at (510) 642-4427 or through e-mail at Schwartz@physics.berkeley.edu. You can request a recent budget update or the entire series.

DATEBOOK:

March 29: National Day of Campus Action Against the "Contract With America" For information contact kowan@ai.mit.edu

April 1-2 California Federation of Teachers, Claremont Hotel, Oakland CA.

April 21-23: AFT National Higher Education Issues Conference, Boston, MA "What Higher Education Unions Need to Do in Today's Political Environment."

April 29: Organizing Conference, Campus Coalitions for Human Rights and Social Justice (See article for information)

May 22-24: California Labor Federation legislative conference.

Officers of AFT Local 1474:

Our e-mail address: local1474cft@igc.apc.org

President: Maureen Katz
UC Office: Health and Medical Sciences Dept,
570 University Hall, UCB, 94720
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Home: 98 Colorado Ave, Berkeley, 94707
Home phone: 510/528-8539

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Home: 408 Hudson St., Oakland, 94618
Home phone: 510/654-2385

Secretary: Andrea Sevetson
UC Office: 223 Library, UCB, 94720
Home: 2833 Buena Vista Way, Berkeley,
94708
Home phone: 510/849-3401

Treasurer: John Sladkus
UC Office: IIR 2521 Channing Way, Berkeley,
94720
Home: 920 Madison, Albany, 94706
Home phone: 510/526-2114

Grievance Officer: Unit 17: Susana Hinojosa
UC Office: Moffitt Library, UCB, 94720
Home: 6043 Harwood, Oakland, 94618
Home phone: 510/655-7396

Unit 18 Contract Information: Mary Ruth Gross
UC Office: IIR, 2521 Channing Way, Berkeley,
94720
Home: 935 Ramona Way, San Leandro,
94577
Home phone: 510/562-4932

UC-AFT MEMBERSHIP FORM

Full Campus Address: _____
 Campus Phone: _____
 Home Address: _____
 Home Phone: _____

UC-AFT dues are .00969 of gross monthly salary for Academic Senate faculty and academic researchers who do not have exclusive representation. Dues are .01069 of gross monthly salary for librarians and non-senate faculty who have exclusive representative. In either case, dues are capped at \$46.00. Dues will be deducted each month from your payroll check. Dues paid to UC-AFT may be deductible for federal tax purposes. Please check with your tax consultant.

EMPLOYMENT ORGANIZATION MEMBERSHIP PAYROLL DEDUCTION AUTHORIZATION

UPAY 669 (10/80)

PLEASE
PRINT
OR
TYPE

LAST NAME			FIRST	MIDDLE INITIAL	CAMPUS	LOC	EMPLOYEE I.D.	DATE	
DEPARTMENT EMPLOYED AT U.C.					ACTION ON THIS FORM TO BECOME EFFECTIVE THE PAY PERIOD BEGINNING:				
					DATE				
TITLE AT U.C.					MONTHLY DEDUCTION				
					ENROLL				
ORGANIZATION NAME (INCLUDE LOCAL NAME AND NUMBER)					DUES				
					INITIATION FEES				
					GENERAL ASSESSMENT				
					TOTAL				

I authorize The Regents of the University of California to withhold monthly or cease withholding from my earnings as an employee, membership dues, initiation fees and general assessments as indicated above.

I understand and agree to the arrangement whereby one total monthly deduction will be made by the University based upon the current rate of dues, initiation fees, and general assessments. I ALSO UNDERSTAND THAT CHANGES IN THE RATE OF DUES, INITIATION FEES AND GENERAL ASSESSMENTS MAY BE MADE AFTER NOTICE TO THAT EFFECT IS GIVEN TO THE UNIVERSITY BY THE ORGANIZATION TO WHICH SUCH AUTHORIZED DEDUCTIONS ARE ASSIGNED AND I HEREBY EXPRESSLY AGREE THAT PURSUANT TO SUCH NOTICE THE UNIVERSITY MAY WITHHOLD FROM MY EARNINGS AMOUNTS EITHER GREATER THAN OR LESS THAN THOSE SHOWN ABOVE WITHOUT OBLIGATION TO INFORM ME BEFORE DOING SO OR TO SEEK ADDITIONAL AUTHORIZATION FROM ME FOR SUCH WITHHOLDINGS.

The University will remit the amount deducted to the official designated by the organization.

This authorization shall remain in effect until revoked by me — allowing up to 30 days time to change the payroll records in order to make effective this assignment or revocation thereof — or until another employee organization becomes my exclusive representative.

It is understood that this authorization shall become void in the event the employee organization's eligibility for payroll deduction terminates for any reason. Upon termination of my employment with the University, this authorization will no longer be in effect.

This authorization does not include dues, initiation fees and general assessments to cover any time prior to the payroll period in which the initial deduction is made. Payroll deductions, including those legally required and those authorized by an employee are assigned priorities. In the event there are insufficient earnings to cover all required and authorized deductions, it is understood that deductions will be taken in the order assigned by the University and no adjustment will be made in a subsequent pay period for membership dues, initiation fees and general assessments.

EMPLOYEE SIGNATURE

DATE

FOR UNIVERSITY USE ONLY

TRAN CODE				EMPLOYEE ID NO.				DATE				ELEMENT NO.		BAL CO		AMOUNT	
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RETENTION: 1 YEAR AFTER INACTIVE — ACCOUNTING OFFICE

REAPPOINTMENT ALERT

LECTURERS & OTHER NON-SENATE FACULTY MEMBERS

PLEASE READ THE FOLLOWING CAREFULLY

If you have less than six years of service at your campus as a Non-Senate Faculty member and you wish to continue working, we urge you to apply for your position, in writing, to your chair or program head. Send the letter certified mail, return receipt requested and keep a copy for yourself in a safe place.

For detailed information, please read the Appointments Article (VII) in your union contract and note that the criteria are “demonstrated **competence** in the field” and “demonstrated **ability** in teaching and other assigned duties which may include University co-curricular and community service.”

If you are currently working under a three-year appointment, you are **entitled** to a review for another three-year agreement. Please note that the two criteria used for your initial three year appointment-instructional need and excellence-remain the same.

PLEASE CALL US IF YOU ARE HAVING JOB-RELATED PROBLEMS.

If you are experiencing job-related difficulties or you feel you are being unfairly singled out or treated unusually, please contact the faculty member or librarian below who is on your campus and acts as either your union representative or grievance officer.

UC-AFT LOCAL CONTACTS

BERKELEY: MAUREEN KATZ, HEALTH/MEDICAL SCIENCES
DAVIS: KEVIN RODDY, MEDIEVAL STUDIES
IRVINE: APRIL LOVE, SCIENCE LIBRARY
LOS ANGELES: SUSAN GRIFFIN, WRITING PROGRAMS
RIVERSIDE: BARBARA BENNETT ROVAN, MUSIC
SANTA BARBARA: JOHN HAGERTY, WRITING PROGRAMS
SANTA CRUZ: TIM FITZMAURICE, CROWN COLLEGE
SAN DIEGO: FRED LONIDIER, VISUAL ARTS

If you are not a member of University Council-American Federation of Teachers, we urge you to join us. Please use the form on the reverse side of this notice.